

FAI JAI HARASSMENT AND ABUSE POLICY

This policy details the procedures by which Fai Jai Flow Fest intends to prevent and respond to incidences of sexual assault, harassment and abusive behaviour, in order to ensure a safer environment. It is made publicly available for full transparency on our commitments and workings.

1. INTRODUCTION

Sexual harassment, assault and abuse of power, while not new issues, have become pressing challenges for the events industry. The 'me too' movement and revelations on high profile figures from celebrities to monarchs have highlighted the pervasiveness and variety of ways in which abuses show up throughout society.

Research highlights the lasting physical, emotional, and social impacts such experiences can have on survivors. For attendees, incidents of sexual violence can discourage them from attending events in the future. For survivors, lack of actionable commitments to safety, can discourage attendance doubly so.

Fai Jai Flow Fest is committed to providing a safe, inclusive, and respectful environment for all attendees, volunteers, staff, artists, and other participants. Harm reduction programs within events play a key role in preventing and responding to sexual violence. This harassment policy outlines expected behavior, reporting guidelines, consequences for violations, and survivor support policies. We operate on a framework of restorative and transformative, not punitive, justice; whilst remaining survivor led, and with the utmost priority being safeguarding.

As part of our comprehensive harm reduction services and commitments, Fai Jai Flow Fest provides free training to all volunteers and staff on consent, and safer spaces norms, whilst also provisioning dedicated welfare services, and safe spaces on site. All our educational resources are provided free on our website. Learn more about these initiatives www.faijainflowfest.com/harm-reduction . Find out more on our internal pre event, on site, and post event actionable commitments in ACCOUNTIBILITY.

1.1 Note on Intersectionality, Power, and Sexual Violence Prevention

Working through an anarchist lens, we believe interpersonal violence cannot be depoliticized and separated from its roots in systemic power. We recognise that whilst education and policies are vital; abuse is not just the result of misinformation or ignorance. It is a consequence of deeply entrenched power structures, socialisation which glorifies individual success and status over the collective, and development of individuals endowed with egoist and predatory instincts.

Efforts to prevent sexual violence are deeply connected to social justice work. Factors such as a person's identity, background, or circumstances can influence both their exposure to sexual violence and their ability to access support services. There is a growing global movement to foster positive change and amplify the voices of those most

vulnerable to sexual assault and harassment—most commonly, though not exclusively, women, racialized, and LGBTQ+ individuals. [1]

These groups disproportionately experience violence, due to systemic bias, racism, neglect, and oppression. These inequities are often compounded by a lack of accessible, sensitive post-assault services, leaving many survivors without adequate support.

Therefore, to address harassment effectively, our work must include an intersectional approach that examines and challenges the power imbalances stemming from patriarchy, heteronormativity, white supremacy, capitalism, and other forms of systemic oppression.

If you or someone you know experiences sexual assault or harassment, please report it immediately. Rest assured, your concerns will be treated with the utmost seriousness and addressed promptly by event organizers and team.

Together, we can help support survivors and create a safer, more respectful environment for everyone.

<https://anarchist-archive.org/downloads/pdf-a4/en/words-to-fire-press-betrayal.pdf>

2. CODE OF CONDUCT

All artists, vendors, contributors, volunteers and attendees are required to agree to Fai Jai's Code of Conduct www.faijaiflowfest.com/event-policies It includes the following statement related to harassment and assault.

“Fai Jai does not permit any form of verbal, physical, sexual or emotional abuse. The denigration, discrimination, domination and otherwise harassment or harm, of any person or group, based on race, religion, gender identity, sexuality, disability, social status, or other targeted characteristics will not be tolerated.

Fai Jai operates under principles of consent culture. Personal physical and emotional boundaries and autonomy of each attendee must be respected”

Additionally, retaliation towards anyone sharing their experience is a violation of the Code of Conduct.

These statements form the foundation of our Harassment and Assault Policy.

3. SCOPE OF POLICY

This policy and the Code of Conduct applies to:

Attendees: Onsite at the festival, and interacting with Fai Jai digital spaces.

Team: Volunteers, managers, vendors, anyone directly supporting Fai Jai during build, event time, or strike.

Artists: DJ's, Workshop Presenters, Performance Artists, Movement Instructors, Visual Artists.

Please note the following about this policy:

Disclosures for violence that occurs during the event can only be taken from survivors themselves or by those with direct communication from survivors. We cannot accept disclosures from a third party that has not had 1st hand communication with the survivor. In addition, we can only follow up full procedure with reporting from survivors.

4. CONFIDENTIALITY

Maintaining confidentiality is essential for fostering an environment where survivors feel secure in disclosing, reporting, and seeking support, and safe from potential retaliation.

Fai Jai representatives who receive a disclosure or complaint, or who are involved in addressing or investigating an incident, are required to:

Protect Confidential Information - Make every reasonable effort to safeguard sensitive information and maintain confidentiality.

Seek Survivor Consent - Obtain consent from survivors before sharing any confidential information with third parties, except where there is risk of severe harm, or when disclosure is mandated by law.

Minimize Information Collection - Gather only the information that is directly necessary to respond to the complaint, treating it as confidentially supplied.

Limit Use of Information - Use the information solely for addressing the situation, conducting investigations, or implementing disciplinary measures.

Details of incidents may be reviewed and analyzed to enhance safety measures for future events, in these cases, data will be anonymised - identifying factors will be removed.

FAI JAI is following a framework adapted from and informed by the BASS COAST POLICY [1] as such, the main focus of this policy will similarly be; education, prevention, disclosure and reporting procedure, and assessment and restorative justice practice.

5. EDUCATION

Education around harassment, sexual violence, and abuse is essential for fostering safer spaces by raising awareness, promoting respect, and equipping individuals to prevent and address harm. Here's how education helps ensure safer spaces:

1. **Defines Unacceptable Behavior:** Helps individuals recognize harassment and abuse, promoting clear boundaries and early intervention.
2. **Empowers Action:** Bystander Intervention Training equips individuals to intervene safely and encourages survivors to seek support without fear of stigma.

3. **Shifts Cultural Norms:** Promotes respect, consent, and inclusivity while challenging harmful stereotypes and biases, such as gender based assumptions or victim blaming.
4. **Builds Healthy Relationship Skills:** Teaches principles of informed consent, communication, and empathy.
5. **Strengthens Accountability:** Reinforces shared responsibility for safety and awareness of policies and reporting mechanisms.
6. **Fosters Inclusion and Prevents Harm:** Tackles root causes like ignorance, bias, and power imbalances, recognizing how factors like race, gender identity, disability, and cultural background influence experiences of harassment. This fosters inclusive prevention and support, reducing incidents and enabling proactive responses.

Education creates environments rooted in respect, inclusivity, and accountability, ensuring a safer and more supportive community for all.

Fai Jai will employ a variety of tactics and resources to help increase education and awareness on these topics. Including but not limited to:

- Messaging on social media and website regarding consent, harassment and our policies
- Messaging on consent, community support and accountability on site
- Educational resources for all staff on sexual violence prevention, sexual harassment, consent culture, safer space norms, and bystander intervention.
- In depth training as outlined in section 7. for onsite support team.

A full review of our actionable commitments and planned implementation, as well as how we plan to assess our own success in this, will be published on an accountability page on our website.

6. PREVENTION

Fai Jai aims to prevent power-based violence including sexual harassment and sexual assault during the event. Preventative measures include but are not limited to:

1. **Clear Policies:** Implementation of a harassment and abuse policy with clear consequences, made freely accessible.
2. **Education:** Educational Resources for staff, volunteers and attendees on harassment prevention, consent and respectful behavior. See section 5.
3. **Reporting Systems:** Easy, confidential ways to report incidents and quick access to harm reduction team.
4. **Bystander Empowerment:** Promote intervention through campaigns, encouraging attendees to address inappropriate behavior.
5. **Support Services:** Provide accessible, inclusive resources; trained support staff and safe spaces.

6. **Monitor Alcohol and Substances:** Control alcohol sales and offer harm reduction programs.
7. **Vetting of Invited Artists:** Review of social media posts, looking for discriminatory or disrespectful language towards marginalized groups, before invitation.
8. **Safety Audits:** Assess and improve festival spaces, incorporating feedback from past attendees.

These measures help create safer, more inclusive environments.

For a full review of our actionable commitments and planned implementation, as well as how we plan to assess our own success in this, see the upcoming accountability page on our website.

7. ONSITE SUPPORT TEAM

Fai Jai is committed to providing dedicated support through an onsite support team. This team is available to assist individuals who experience sexual violence or abuse during the event, as well as those grappling with past trauma, such as encountering a perpetrator at the event.

Support Team Structure

The support team operates as part of the Harm Reduction program and is composed of carefully selected volunteers who take on this role during their shifts:

The support team is intentionally assembled to reflect, as much as possible, a diverse range of backgrounds and experiences, ensuring they can effectively meet a variety of needs and lived experiences.

Fai Jai aims to have at least two team members on call per shift.

The team schedule will be finalized prior to the event to ensure consistent availability.

Qualifications and Training

Team members are chosen for their demonstrated knowledge and skills, including:

Understanding the dynamics of power abuses (i.e. sexual violence) and their impacts.

Awareness of trauma and its effects.

Proficiency in active listening and empathetic communication.

Additionally, all team members will undergo training before the event to enhance their readiness to support survivors.

Fai Jai is dedicated to creating a safe and supportive environment where all attendees feel respected and cared for and the team will work closely with any onsite security to respond effectively to survivors' needs, ensuring safety and access to appropriate resources.

8. DISCLOSURE/REPORTING PROCEDURE

Fai Jai is aware that management or Harm Reduction may be the first point of contact for people wishing to disclose that the person who harmed them is onsite at the event or connected to the event.

The first point of contact will need to determine whether this is a situation involving a:

Disclosure - The survivor wishes to receive support from the support team, with no action taken from the festival beyond documentation.

Report - Make a formal report to the festival as a means to mobilise an assessment and coordinated response from the festival organisation and/or festival security.

Depending on the context of the assault, the time of disclosure, and who is the alleged perpetrator, Sections 8.1 - 8.5 outline the course of action.

In all cases, confidentiality must be adhered to as outlined in Section 4.

8.1 PRE- EVENT : OFFSITE ASSAULT

Fai Jai recognizes that due to the pervasiveness of sexual violence and abuse in the greater community, that there may be people on-site who have experienced or perpetrated violence in their past. We take the safety and protection of the community very seriously.

If there is reasonable concern that an alleged abuser (from a previous incident that happened offsite) is planning on attending the event - a prospective attendee may launch a report.

In the event of sufficient evidence of danger and lack of engagement with rehabilitation or restoration, the perpetrator will be asked not to attend or refused entry.

In the case that the accused has since been through rehabilitation and community reparation, or there is a lack of testimony and/or evidence, the scope of this policy may limit the response to that of the support outlined in Section 11.0.

In this case, the survivor will be informed and will be directed to the Harm Reduction and Support team for a support plan. Confidentiality will be respected, but a coordinated response between the survivor, and Harm Reduction will be offered. In the case a survivor requests this, it will be mandatory for the accused.

8.2 DURING EVENT: OFFSITE ASSAULT

If someone discloses that they are seeking support and (to their knowledge) their alleged abuser is not onsite - the survivor is to be directed to the onsite Safe Space and the Harm Reduction and Support team called out. Measures outlined in Section 11.0 are offered.

If someone discloses that they are seeking support and their alleged abuser (from a previous incident that happened offsite) is onsite (and a pre-disclosure was not made) – a report may be launched, and a coordinated response between the survivor, security, and Harm Reduction will be required.

In all contexts:

Fai Jai representative to collect details using the incident form, even though the assault did not happen onsite.

If disclosure involves a representative from the festival or involves a potential workplace safety issue, additional steps may be required, including a follow up with Fai Jai Management team.

Working with the survivor, Harm Reduction and security, follow relevant and applicable actions outlined in Section 11.0.

8.3 DURING EVENT: ONSITE ASSAULT

ANY DISCLOSURE MADE DURING THE EVENT OF ONSITE ASSAULT MUST BE RESPONDED TO IMMEDIATELY.

The procedure is as follows:

Assess whether the survivor is in immediate further physical danger:

If yes: security to be dispatched immediately if they have not been already;

Security will respond as per their own protocols to identify the perpetrator, assess the risk to other attendees and determine the appropriate response;

Assess whether the person is in need of medical attention:

If yes, radio medical to let them know you are bringing someone in for assessment due to a possible assault onsite, but respect confidentiality and NEVER broadcast this on an open channel.

Escort the survivor to medical personnel.

If the survivor cannot be moved, radio or send a runner to bring medical personnel immediately.

Make sure to record details and fill out an Assault Incident Form.

Ask if the survivor plans to involve the authorities. Incidents in which a crime has been committed (assault of any sort) where a survivor wishes to file a report with the police will result in a call to the police. They will need to make that call themselves. Ensure that the security team is aware of the call.

Note that in Thailand, the tourist police will be the first port of call. Country specific information on how to navigate engaging with foreign legal authorities can often be found on the governmental website of a survivor's home country, and through consular assistance.

Collect as much info about the situation and other festival-goers involved, whilst supporting the victim/survivor.

The safety and wellbeing of attendees are to be managed but no interviews or further statements are to be taken by the festival team before police take statements as part of their investigation on site.

In the case they are not in danger, do not need medical attention, and do not want police called:

If attendees are still onsite, it is strongly advised that the security or harm reduction team checks in with the victim/survivor.

Security will then respond, in conjunction with the support team, as per their own protocols to identify the perpetrator, assess the risk to other attendees and determine the appropriate response.

Take the survivor to a private area in the safer spaces area for full disclosure procedure, and notify a harm reduction team member via radio.

Harm Reduction team to offer further support to the survivor, friends, and festival-goers as needed

Harm Reduction and security to create support plan with survivor for remainder of festival and following as per Section 11.0

Security to work with attendees involved, Harm Reduction, other teams as needed, and the survivor to determine actions with respect to the perpetrator.

Fai Jai reserves the right, at its sole discretion, to remove and to refuse re-entry to anyone, without a refund of ticket.

The details of the assault should be entered by the victim/survivor into the incident form. If the victim/survivor is unable to enter the details, a Fai Jai Harm Reduction team member can enter then alongside the victim/survivor.

8.4 POST EVENT: ONSITE ASSAULT

Though people are encouraged to access options onsite, Fai Jai is prepared for the possibility that survivors may wish to disclose an onsite assault after the end of the event. Disclosures will be received through the same google forms, which will be kept open year round.

All team and artists are encouraged to utilize this platform for sharing their experiences of safety at Fai Jai and related events.

Disclosures can only be made:

By survivors themselves, or by those with direct communication from survivors. We cannot accept disclosures from a 3rd party that has not had 1st hand communication with the survivor.

Full report can only be taken:

from victim/survivors themselves (we are unable to take 3rd party reports)

If a complaint and report is launched from the disclosure, assessment(s) will be completed as per Section 9.1;

Outcome of the disclosure will take into consideration, findings of any assessment, the survivors wishes, capacity of festival, and recommendations from festival security and harm reduction team;

Retaliation towards anyone sharing their experience is a violation of the Code of Conduct.

8.5 DISCLOSURE INVOLVING ANY FAI JAI TEAM

Fai Jai is responsible for implementing policy and procedure to ensure that power abuses such as bullying, harassment, and sexual misconduct, are not present within its teams.

The following obligations are met via this policy:

- Taking steps to prevent or minimize abusive behaviour, as is defined in the Code of Conduct

- Developing and implementing procedures for reporting incidents

- Developing and implementing procedures for dealing with complaints from team member against team member.

Any artist or Fai Jai team member who wishes to make a complaint about another has the option to access investigation and reporting and is protected from retaliation.

Fai Jai Festival reserves the right to re-evaluate contracts on an assessment and incident-specific basis.

A full review will be held and used to inform decisions around partnering with any party, full details of which will be found in the upcoming page on accountability on our website.

9. RESPONDING TO A REPORT/DISCLOSURE :

During event see section 8.1

Pre or post event reports will be acknowledged as soon as possible.

If, upon review, the report is within the scope of this policy, and the person making the report wishes to have additional action taken, an additional assessment will be prompted in a timely manner.

When the alleged perpetrator is a team member, the review referred to in Section 8.5 will be completed.

9.1 ASSESSMENT PROCEDURE

The person carrying out the assessment will:

- Inform the person against whom a complaint has been filed as soon as possible

Share this policy with all involved parties

Remind all parties of the right to and limits of confidentiality. Section 4.

Connect with the survivor and the alleged harasser separately

Connect with relevant third parties separately

Collect details using the Sexual Violence and Abuse Incident Form

Decide whether, on a balance of probabilities, there has been a violation of the Code of Conduct.

Produce a report detailing the assessment details, findings and any recommendations for operational changes, prevention and/or restorative and remedial actions.

IF IT IS DETERMINED A VIOLATION TOOK PLACE:

Suggest sensitive, relevant, remedial action(s) in consultation with the survivor and other 3rd parties as appropriate. Examples of remedies are outlined in Section 10.

Consult with other teams or organizations (for example Harm Reduction or sexual violence prevention organizations) as needed while maintaining confidentiality;

Follow up to ensure that the recommendations are implemented, changes implemented within a specified time frame, that there has been no further unwanted sexual behaviour, and that the survivor is informed of and satisfied with the outcome.

IF IT CANNOT BE DETERMINED THAT A CODE OF CONDUCT VIOLATION TOOK PLACE:

The person conducting the assessment may still make recommendations to minimize risk and support well-being.

Keep a record of all actions taken; whilst ensuring that all records concerning the matter are kept confidential.

Ensure that the process is done as quickly as possible after the complaint is made.

9.2 DETERMINING WHO CARRIES OUT ASSESSMENTS

Assessment will be carried out by a member of the Fai Jai team after considering; any potential conflict of interest, any potential safety needs of either party; the ability to undertake an objective/neutral process internally; and the training/skills/ability of those available to conduct the investigation.

10. REMEDIAL ACTION AND RESTORATIVE AND TRANSFORMATIVE JUSTICE

10.1 ETHOS

Fai Jai's aligns itself with the principles of restorative and transformative justice

Restorative justice

“seek(s) to involve victims, offenders and community members in addressing the harms caused by crime. It is defined by both a set of values (e.g. empowerment, healing and openness) and a set of practices (e.g. face-to-face interaction, open dialogue, participatory involvement...)” (Woolford and Ratner 2010: 6).

Transformative justice also

“accepts that a person can be both someone who was harmed and has harmed” (Femme Left).”

“...while maintaining a survivor centered focus, (it) also stresses the importance of transformation of the person who caused harm and the larger social inequities contributing to abusive situations. (anarchist library – transformative justice source).”

For more information, resources are included here (www.faijaiflowfest.com/ethos)

Fai Jai acknowledges that violence exists on a spectrum, and that some situations of harm may be better addressed through dialogue and education, rather than solely punitive measures. Each response is tailored to the specific incident, while also considering the resources available at the time. Our Harm Reduction framework is designed to prioritise safety, healing, and agency for survivors; accountability and transformation for those who harm; community action and integration; and transformation and critique of the social conditions that perpetuate violence.

Survivors are involved in reviewing proposed actions, and external resources may be consulted to determine restorative, remedial, or disciplinary steps.

10.2 POSSIBLE RESPONSES TO VIOLATIONS

When an assessment (as outlined in section 9.) confirms a violation of the Code of Conduct, responses may include:

- A verbal or written apology or warning.
- Changes to working arrangements or increased supervision.
- Training, education, or completion of specified readings for the perpetrator or the broader team.
- Mediation or counseling sessions addressing inappropriate behavior.
- Disciplinary measures; dismissal, revised contracts, removal from festival, ban from future events.
- Policy revisions and improved resources for the community.
- Participation in a culturally significant or community acknowledged ritual, (i.e. forgiveness ceremony)
- Documentation of participation in support programs , counseling, or therapy.
- Creation of support systems via close friends and resource sharing.

- Referral to a transformative or restorative justice program facilitated by an external service.
- Other measures as identified by Fai Jai Organisation, the survivor, Fai Jai Harm Reduction Team, community leaders.

Fai Jai reserves the right to consider its internal capacity, resources, and expertise when determining an appropriate response.

Any ban from current and future events and community spaces will remain until remedial actions have been completed and restoration and reparation with the survivor and community has taken place.

The assessment report will detail the actions to be taken and specify which parties are responsible for each step. Timelines for implementation will also be included, with copies of the report provided to all involved parties.

11. SUPPORTING SURVIVORS

A survivor-centred approach to violence seeks to empower the survivor by listening, protecting their confidentiality and prioritizing their rights, needs and wishes to every extent possible.

Fai Jai will ensure survivors having access to appropriate, accessible and safe services including medical care as needed, social support and security.

Efforts to ensure this include, but are not limited to:

Affirming their dignity and respect

Upholding confidentiality as outlined in Section 4

Ensuring that any attempts at restoration are non-coercive

If it is an on-site disclosure:

Access to a fully private area within the Harm Reduction safer space where they can name people they do not want in the space and a dedicated harm reduction worker

Support provided by the onsite support Team (Section 9.1), including support speaking with security and police when the situation dictates

co-creation of a safety plan, reasonable and necessary actions taken to prevent further unwanted contact with the alleged perpetrator(s).

Information / resources at event

Emailed list of support resource options.

Clarity around timelines and communication methods and next steps.

12.

This constitutes the entirety of the harassment policy for Fai Jai Flow Fest. Fai Jai acknowledges and appreciates the invaluable contributions of racialised, gender diverse, disabled and anarchist community organisers, whose work has greatly informed this policy. We extend particular gratitude to BASS COAST, the Neighbourhood Anarchist Collective, Transform Harm, Word to Fire Press, INCITE!, and Mia Mingus whose work has formed the basis of this policy.

Sources:

<https://basscoast.ca/pages/bass-coast-sexual-harassment-and-assault-policy>

<https://www.livetoolkit.com.au/guide/safe-space-policies>

<https://www.festivalsafe.com/information/safer-spaces>

<https://neighborhoodanarchists.org/>

Bay area transformative justice collective